

Brigade Command Policy # 01-01

AFZNBA-CO

MEMORANDUM FOR 1st Brigade, 1st Infantry Division (Mech)

SUBJECT: Brigade Commander's Policy on Equal Opportunity

1. The leadership of this brigade is fully committed to the United States Army's Equal Opportunity Program and the principles upon which it is based. Our soldiers must know they will be treated fairly, and with dignity and respect, in all aspects of their profession. They have a right to expect from their leadership an environment in which their efforts can be fully directed toward mission accomplishment, free from unequal treatment.
2. Leaders are expected to enforce the Army standards to the fullest in this regard. They must continue to ensure that the environment in which soldiers and civilians work and live is free of discriminatory practices. Each individual has the right to compete for advancement based on abilities and merit – irrespective of race, color, religion, gender, or national origin. Leaders at all levels have an obligation to create and maintain an environment with zero tolerance for discrimination or harassment, including sexual harassment.
3. The chain of command is the preferred channel for addressing alleged discriminatory practices and for the communication of equal opportunity concerns, issues, or complaints. Battalion and company commanders will ensure that all members of their commands are fully aware of procedures for registering equal opportunity complaints. Such complaints will be submitted without fear of reprisal, coercion, or intimidation. Any complaint so submitted will be brought to my personal attention immediately. A complaint can also be initiated through Brigade Equal Opportunity Representative, the Post Equal Opportunity Representative, the Staff Judge Advocate, or the Inspector General. Complaints can also be brought to my personal attention through my "open door" policy.
4. Equal opportunity training is required quarterly and must be reflected on company training schedules.
5. As so aptly expressed by the Chief of Staff of the Army and by the Secretary of the Army: "We must continue to demonstrate that America's Army is the equal opportunity leader for the nation and the institution where men and women of diverse backgrounds can achieve their full potential in support of the Army's mission".
6. A copy of this letter will be placed prominently and permanently on the bulletin board of every company and battery assigned to this brigade.
7. "Devil Brigade!"

//original signed//
BART HOWARD
COL, AR
Commanding